

# Women New Jersey

New Jersey Department of Community Affairs ♦

Volume V, No. 1 ♦

Spring 2003

## Message from the Commissioner

As we recently marked Women's History Month in March, we are compelled to recall the efforts of women in history. From suffrage to affirmative action, women have fought for their place in history and are continuing to make extraordinary contributions to modern-day society.



*Susan Bass Levin*

It is with the help of programs like those in the Department of Community Affairs' Division on Women that New Jersey shows its dedication to the advancement of women, empowering them to continue to make a mark on society. Next year will be a tough budget year for the State, however, and maintaining these programs will require a greater commitment from all of us. I assure you that Governor McGreevey and I remain dedicated to ensuring these programs continue to offer the necessary tools and resources New Jersey's women need.

We have done our best to protect the most vulnerable in our society, but the 2004 fiscal budget will undoubtedly cause difficulties for many citizens. The cuts to the Division on Women are significant, but our commitment to provide grant funding continues. We will attempt to streamline our grant programs to reach as many individuals as possible. We will continue to work closely with nonprofit and community-based organizations to provide counseling, training and other support services. Through these resolute efforts and unbroken dedication, we truly believe that the women of New Jersey will continue to benefit from these programs.

I hope you find this newsletter a reliable resource in learning more about DCA's Division on Women, its programs and the invaluable assets they provide.

## Spotlight On Women in New Jersey State Government

*By: Nikki Mosgrove*

Women make up 35 percent of New Jersey's cabinet appointments. In keeping with his ongoing commitment to recognize and involve women in New Jersey state government, Governor James E. McGreevey has appointed the following seven women to support his initiatives to strengthen our communities and ensure prosperity for all New Jersey residents:

<b>Susan Bass Levin</b> .....	<b>Commissioner, Department of Community Affairs</b>
<b>Holly Bakke</b> .....	<b>Commissioner, Department of Banking and Insurance</b>
<b>Ida L. Castro</b> .....	<b>Commissioner, Department of Personnel</b>
<b>Jeanne M. Fox</b> .....	<b>President, NJ Board of Public Utilities</b>
<b>Gwendolyn L. Harris</b> ....	<b>Commissioner, Department of Human Services</b>
<b>Seema M. Singh</b> .....	<b>Director of the Division of Ratepayer Advocate;</b> <b>Ratepayer Advocate</b>
<b>Regena Thomas</b> .....	<b>Secretary of State</b>

### Department of Community Affairs—Susan Bass Levin

Commissioner Susan Bass Levin leads the Department of Community Affairs with years of governmental and legal experience. As Mayor of Cherry Hill for 14 years prior to her cabinet appointment, she was known for her effective policy decisions and legal analysis. Levin assisted Cherry Hill's residents through the implementation of programs that addressed issues of land use, open space acquisition, infrastructure planning, economic development, transportation, affordable housing and environmental protection. She received her law degree with honors from George Washington Law School and taught at the Paralegal Institute of Philadelphia as a professor of Real Estate, Corporate and Administrative Law.

### Other Cabinet Positions

#### Holly Bakke

Commissioner Holly Bakke brings more than 20 years of private and public sector experience to the Department of Banking and Insurance. Her previous credits include serving as Executive Director of the New Jersey Property-Liability Insurance Guaranty Association, the New Jersey Surplus Lines Insurance Guaranty Fund and the New Jersey Medical Malpractice Reinsurance Association. She has served as Deputy Commissioner of Insurance Litigation Practices with the New Jersey Department of Insurance and at the New Jersey and Pennsylvania judicial systems.

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## From the Director's Desk

Welcome to ***Women New Jersey***, the newsletter from the New Jersey Department of Community Affairs' Division on Women and the New Jersey Advisory Commission on the Status of Women.



**Bear Atwood**

New Jersey recently observed Women's History month. We celebrated the successes of women and worked to ensure that the legacy of woman leaders is remembered. At the Division on Women, we also celebrated Women's History Month by looking forward. Our offices' programs and services are vital tools for building the future of New Jersey's women. The Department of Community Affairs' Division on Women advocates for women's rights and opportunities. Through our work in program development, research, policy analysis and public discussions of issues critical to women, we work to foster projects and services that empower women within New Jersey's communities.

I am proud to lead the Division on Women's dynamic and dedicated team. Our expert staff develops, promotes and expands women's rights and opportunities through the Division's programs, services and events. These projects for women are in the areas of poverty and welfare; employment and wages; work and family; the economic and social aspects of healthcare and violence against women; and women's civic and political participation in their communities.

I look forward to working with women throughout New Jersey to meet the challenges that we face in the 21st century.

## The Division on Women Launches Improved Website

The Division on Women recently launched its newly designed and improved website—found at [www.nj.gov/dca/dow](http://www.nj.gov/dca/dow).

The new site serves as a valuable resource for New Jersey's women to access updated information on the Division's programs, services, events, publications, resources, legislation and more.

In an effort to provide New Jersey's women with the most accurate and current information, we welcome your feedback and suggestions on our website. Please feel free to contact the Division on Women via e-mail at [dow@dca.state.nj.us](mailto:dow@dca.state.nj.us) or by phone at (609) 292-8840.



## Governor McGreevey Supports Victims of Sexual Assault

On November 22, 2002, Governor James E. McGreevey established the Advisory Council Against Sexual Violence with the signing of Executive Order No. 40. Governor McGreevey emphasized the necessity of this 25-member board by stating, "Sexual violence affects females and males of all ages, races, cultures and economic backgrounds." He also added, "the goal of this Advisory Council will be to review policies and training procedures relating to sexual violence, as well as make recommendations on how to prevent sexual violence."

Also on this date, Governor McGreevey designated April as "Sexual Assault Awareness Month" by signing into law Senate Joint Resolution No. 27. The purpose of this resolution is to educate the public by broadening their perception of sexual violence and its prevention.

## NJ Domestic Violence Fatality Review Board Report Issued

The Domestic Violence Fatality Review Board released its second Progress Report. The report highlights research conducted based on the Board's review of 1994-1999 domestic violence-related homicide-suicide cases. It also gives an update on the activities of the four recommendations that the Board gave in its July 2001 report.

You can find the report online at the Division on Women's website [www.nj.gov/dca/dow](http://www.nj.gov/dca/dow), or you can obtain a printed copy by calling the Division on Women at (609) 292-8840.

## Women New Jersey Vol. V, No. 1, Spring 2003

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## Bergen County Rape Crisis Center Reaches the Community in Many Ways

*By: Maggie Mari*

For many women and men in the State of New Jersey, living with the aftermath of sexual assault is a reality. Whether to a survivor or a loved one, our State offers assistance through 21 Rape Crisis Centers. One such center is the Bergen County Rape Crisis Center (BCRCC) of the Bergen County YWCA. The BCRCC is one of the many centers in New Jersey that is committed to assisting, educating and empowering residents within its community about the realities of rape and its affect on individuals and their families.

The BCRCC's counseling services encompass a variety of programs, including support for women who are incarcerated, a counseling group exclusively for male victims of sexual assault and educational outreach to local school districts.

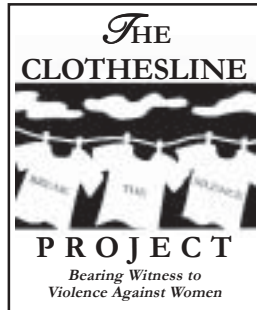
For instance, the Jail Program affords incarcerated women in the Bergen County Jail an opportunity to participate in both individual and group counseling sessions dealing with issues of sexual assault and abuse. Because this population has often experienced sexual abuse in their past, this program is very important in providing counseling to help them begin healing.

In 2002, the BCRCC started a group exclusively for male survivors of sexual assault. Because of the overwhelming response to this group since its inception, two 12-week sessions have already been conducted.

The BCRCC also reaches out to school-aged children through its educational program entitled “Rap Sessions.” These sessions afford students the opportunity to generate specific topics for discussion.

Another important BCRCC program is the Bergen County Clothesline Project. For the past nine years the BCRCC has played an intricate role in the development, expansion and display of the Clothesline Project. The program is a visual

display of T-shirts made by or on behalf of women who have been victims of violence. In 2002, the Bergen Clothesline Project grew to 2,000 T-shirts. This Clothesline Project has been expanded to include a children's line, which comprises shirts made by children under the age of 13, and a Men's Line, which is the nation's first Clothesline display for men. The men's line comprises T-shirts made by or on the behalf of men who have been sexually abused. At present the Men's Line displays 50 T-shirts.



A unique aspect to the BCRCC is the number of special events it runs and sponsors. Events range from artistic expressions of sexual assault from survivors to events that enlighten the community about these issues. The BCRCC has an annual “Expressions Through Poetry: A Survivors’ Poetry Reading.” This event provides an opportunity for survivors to celebrate the healing process and acknowledge their pain through poetry. This year will mark the 11th year for this event. Along the arts and culture theme, in 2002, the BCRCC held its 11th Annual Art Work and Poetry Exhibit entitled *The Work of Healing*. This event is an opportunity for survivors to share their experiences through art and poetry with the community.

From these examples and more, the BCRCC has truly reached the community in a number of ways. For more information about the Center and its programs, please contact the BCRCC at (201) 488-7110. If you or a loved one has been sexually assaulted, please call the New Jersey Sexual Assault Hotline at 1 (800) 601-7200.

## New Jersey's Rape Crisis Centers: 24-Hour Hotline Numbers

Atlantic County .....	1-800-286-4184	Mercer County .....	1-609-394-9000
Bergen County .....	1-201-487-2227	Middlesex County .....	1-877-665-7273 (in-county only)
Burlington County .....	1-856-234-8888	Monmouth County .....	1-888-264-RAPE (7273)
Camden County .....	1-866-295-SERV (7378)	Morris County .....	1-973-829-0587
Cape May County .....	1-877-294-2272 or 1-609-522-6489	Ocean County .....	1-609-494-1090
Cumberland County .....	1-856-445-5555	Passaic County .....	1-973-881-1450
Essex County .....	1-973-623-2323	Salem County .....	1-856-935-6655
Gloucester County .....	1-866-295-SERV (7378)	Somerset County .....	1-908-526-7444
Hudson County .....	1-201-795-5757	Sussex County .....	1-973-875-1211
Hunterdon County .....	1-888-988-4033	Union County .....	1-908-233-7273
		Warren County .....	1-866-6BE-SAFE (623-7233)

**New Jersey Coalition Against Sexual Assault (NJCASA) Statewide Hotline Number:**  
1-800-601-7200



# Creating Opportunities for Displaced Women

By: Cathi Rendfrey and Lenora Danver The Women's Opportunity Center

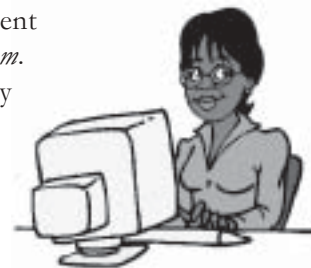
Where does a woman go when separation, death or disability of a spouse disrupts her life? Frequently, she's been at home for a number of years raising children and may very well find that she cannot support herself or her children. Fortunately, the Women's Opportunity Center (WOC) is a grant-funded outreach program dedicated to improving the lives of women in transition due to separation, divorce, death or disability of a spouse. A broad spectrum of holistic and comprehensive services are provided by a small but caring staff who are dedicated to enabling women to achieve self-sufficiency while going through this painful passage in their lives.



From dealing with low self-esteem to teaching women how to be self-sufficient, the WOC offers a variety of programs that support women in their time of need.

Monthly orientations are held to familiarize new clients with the staff and services available at WOC. Problems dealing with low self-esteem are addressed with personalized goal-setting and workshops designed to build a positive self-image. Feelings of self-worth are enhanced with employment training, support services and information designed to enable women to achieve self-sufficiency.

Being a part of the workforce is a challenge that often faces women who come to WOC. The Center offers workshops on the average of once a month to help this transition. The pre-employment workshop series includes topics such as *Dressing for Success*, *The Art of Interviewing* and *How to Work a Room*. Computer classes are held several times per week and participants can come practice their newly acquired skills in the computer lab. Referrals are given for non-traditional training, which includes the carpentry, electrical and plumbing trades. Volunteer attorneys donate their time to conduct Legal Workshops, providing information regarding the implications of separation and divorce. The WOC also networks with and seeks the support of area employers for job openings. The Center then matches job requests with clients, assisting them in helping themselves and their families. Donated business suits and résumé preparation help our women become job ready.



The WOC, through donations by private individuals and local merchants, also provides food and clothing for needy families. The Center sponsors Operation Christmas, giving women and families donations of food, clothes and toys. Ongoing holiday food baskets are given to targeted needy women and their children who are accessing the program.

WOC support services are diverse and include intensive case management, referrals and assistance to women in removing the barriers that have been present in their lives. As a result of our services, women achieve short, intermediate and long-term goals as they move toward self-sufficiency.

The Women's Opportunity Center is one of 16 Displaced Homemaker Centers in New Jersey.

To find the Displaced Homemaker Center that serves your community, please visit the Division on Women's Website at [www.nj.gov/dca/dow](http://www.nj.gov/dca/dow) or call the Division on Women directly at (609) 292-8840.

## Affirmative Action Timeline

1961

**Executive Order 10925** issued by President Kennedy makes the first reference to "affirmative action" and creates the Committee on Equal Employment Opportunity. It mandates that projects financed with federal funds "take affirmative action" to ensure that hiring and employment practices are free of racial bias.



1964

**Civil Rights Act** signed by President Lyndon Johnson; prohibits discrimination of all kinds based on race, color, religion or national origin.

1965

**Speech defines concept of affirmative action;** In a speech to the graduating class at Howard University, President Johnson frames the concept underlying affirmative action, asserting that civil rights laws alone are not enough to remedy discrimination.



1978

**Regents of the University of California v. Bakke;** This landmark Supreme Court case imposed limitations on affirmative action to ensure that providing greater opportunities for minorities did not come at the expense of the rights of the majority—affirmative action was unfair if it led to reverse discrimination.



# Despite the Tumultuous History of Affirmative Action, the Debate Continues...

By: Ileana Montes

Equality for all.... Affirmative action programs were established to address and redress systematic, economic and political discrimination against any group of people that were underrepresented or had a history of being discriminated against in particular institutions. By the late 1970s, however, flaws in the policy began to appear amid its good intentions and reverse discrimination became an issue. In its tumultuous 30-year history, affirmative action has been both praised and criticized as an answer to racial and gender equality. An increasingly assertive opposition movement argues that the battle to guarantee equal rights for all citizens has been fought and won and that favoring members of one group is simply unconstitutional. But defenders of affirmative action say that the playing field is not level yet and that granting modest advantages to minorities and women is more than fair, given hundreds of years of discrimination.

The federal government mandated measures to address racial inequality and injustice in a series of steps beginning with an executive order issued by President Kennedy in 1961. The Civil Rights Act of 1964 made discrimination illegal and established equal employment opportunities for all Americans regardless of race, cultural background, color or religion. Subsequent executive orders, in particular Executive Order 11246 issued by President Johnson in September 1965, mandated affirmative action goals for all federally funded programs and moved monitoring and enforcement of affirmative action programs out of the White House and into the Labor Department. "This is the next and more profound stage of the battle for civil rights," Johnson asserted.

There are many arguments both for and against affirmative action, making the controversy highly debatable. Court rulings on affirmative action have only heightened this controversy. The Supreme Court Justices have been divided in their opinions. In the landmark 1978 Supreme Court case involving Allan Bakke, a white student who was denied admission to the University of California, the justices ruled in a 5 to 4 decision to prohibit racial quotas, but to permit consideration of race as one of the factors in hiring decisions and in developing student diversity. In the last decade, however, the tide has turned against affirmative action, and two states, California and Washington, have gone so far as to abolish it. Yet the question of fairness and racial equality remains troubling for

those not at the ideological poles of the issue. As such, affirmative action programs continue to be challenged, and once again, after two decades, the Supreme Court will weigh in on this very controversial practice when it determines the constitutionality of the University of Michigan admissions policy, which uses race as one of several factors, including academics and economic status.

The debate about affirmative action has grown even more challenging and multifaceted as the public has come to appreciate its complexity and as politics attempt to influence the resolution of the issue. President Clinton, asserting that the job of ending discrimination remains unfinished, strongly defends affirmative action and said, "Mend it, but don't end it." President Bush, on the other hand, opposing affirmative action, advocates for "affirmative access," which he says, "encourages and

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**The unhappy persistence of both the practice and the lingering effects of racial discrimination... is an unfortunate reality... and the government is not disqualified from acting in response to it.**

**~Justice Sandra Day O'Connor**

## Affirmative Action Timeline

### 1980-1995

#### Supreme Court Rulings;

Throughout the 80s and early 90s, the Supreme Court heard five cases concerning affirmative action policies used in awarding government contracts and funds, employee lay-offs, hiring and promotions. In all cases, the Court weighed the benefits and injuries incurred in each specific set of circumstances and either upheld the use of affirmative action or found it an inappropriate determining factor.



### 1997

#### Proposition 209 enacted in California;



bans all forms of affirmative action in the state: "The state shall not discriminate against, or grant preferential treatment to..." Proposed in 1996, the controversial ban had been delayed in the courts for almost a year.

### 1998

**Initiative 200 enacted in Washington State;** Washington becomes the second state to abolish state affirmative action measures.



### 2003

#### Grutter v. Bollinger (University of Michigan);

The U.S. Supreme Court heard oral arguments on April 1 about the constitutionality of the University of Michigan's use of affirmative action in admissions to its Law School and its undergraduate college. The University won lower court victories upholding its policies. Those lower court rulings are now under review by the Supreme Court.



# Women in State Government

*continued from page 1*

## Ida L. Castro

Commissioner Ida L. Castro continues her tradition of effective managerial leadership through her Department of Personnel appointment. Prior to this posting, Commissioner Castro served as Chairwoman of the Equal Employment Opportunity Commission under President Bill Clinton. While employed at the U.S. Department of Labor, she served as the Director of the Women's Bureau, Acting Deputy Solicitor and Deputy Assistant Secretary in the Office of Workers' Compensation.

## Jeanne M. Fox

As President of the Board of Public Utilities (BPU), Jeanne M. Fox continues an extensive public service career. She previously served as Regional Administrator of the United States Environmental Protection Agency and Deputy Commissioner of the New Jersey Department of Environmental Protection & Energy. As a former BPU staff member, Fox also worked as a Regulatory Officer, Deputy Director of the Division of Solid Waste, Division Director of Water and Sewer and Chief of Staff.

## Gwendolyn L. Harris

Commissioner Gwendolyn L. Harris brings years of social service experiences to the Department of Human Services. During her 12 years within the City of Trenton's government, Harris held the positions of the Mayor's Chief of Staff, Health and Human Services Director and Business Administrator. Prior to city government, she served as the New Jersey Department of Human Services' District Office Manager, before being promoted to Assistant Regional Administrator of the Department of Human Services. In addition, she was the founder and first Executive Director of Newark Emergency Services for Families.

## Seema M. Singh

Seema M. Singh, Esq., is the Acting Director of the Division of The Ratepayer Advocate and the Ratepayer Advocate. She represents the interests of New Jersey's utility consumers by working to ensure that energy, water and telecommunications policies are fair and balanced. Singh previously worked in the Litigation/International Law Department of the Princeton firm of Pepper Hamilton. She

practiced international and domestic litigation, mediation and arbitration. Singh is President of the Asian Indian Chamber of Commerce and Vice President of the Rotary International Club of Plainsboro. Additionally, she has often lent her legal expertise to assist people within the Indian and Asian communities.

## Regena Thomas

Secretary of State Regena Thomas is charged with promoting and preserving New Jersey's arts, history and culture. Secretary Thomas, a nationally renowned grassroots activist, is the former Director of Base Vote Operations for the Democratic National Committee. Prior to her appointment, she served as a partner in IEM Message Management, Inc., a voter contact firm specializing in grassroots organization and voter outreach. In addition, Secretary Thomas' public service experience includes six years as Deputy and Director of Constituent Services for the District of Columbia and five years as a Legislative Analyst on the Legislative Research Commission for the Kentucky Legislature.

**These dynamic trailblazers play an integral role in supporting Governor McGreevey's initiatives for a better New Jersey by demonstrated leadership with proven results.**

## Affirmative Action

*(continued from page 5)*

increases diversity on campus based on merit." As an example of "affirmative access," President Bush cited a Texas law, which he signed in 1997, guaranteeing admission to a state university to high-school students who graduate in the top 10 percent of their class. To further sustain his position against affirmative action, President Bush's Commission on Opportunity in Athletics will vote on sweeping and debilitating changes to Title IX's regulation on women, which is the landmark legislation that outlawed discrimination against women and girls in federally funded education.

Perhaps the most important lesson learned from the tumultuous history of the debate about affirmative action is that, "there are no airtight, completely coherent, unassailable, and holistic answers on the question of affirmative action that are not only theoretically perfect, but instrumentally practical," said John Bunzel, President of San Jose State University. "Any intelligent person who wrestles with it is going to be vulnerable and subject to the twists and turns of unintended consequences," Bunzel added.

Despite the fact that there is no subtle approach to end this controversy, and that the future of affirmative action is unknown, one fact remains certain—the problem of discrimination continues to be one of America's greatest legal and moral dilemmas. Inequalities for minorities and women still exist. Thus, it is imperative, for once and for all, to realize that the mandates of Freedom, Liberties and Equality for all are naturally bestowed upon us by virtue of our Constitution and our Democracy. Such mandates should not be imposed exclusively as a consequence of jurisprudence expounded by the Supreme Court. Taking action to end discrimination is the challenge and responsibility of every single person in our society.

# New Memorial Honors New Jersey Women Veterans

By: Theresa Daniels

The State of New Jersey has recently completed the first step toward erecting a memorial for the 28,000 New Jersey women veterans of all wars and conflicts. In November 2002, the base of the granite monument was placed in Brigadier General William C. Doyle Veterans Cemetery in Wrightstown.

By May of this year, the New Jersey Advisory Commission on Women Veterans would like to have it completed with a "Minute Woman" statue that will stand atop of the five-sided monument, inscribed with the words *The Spirit of the American Woman Veteran*. The faces of the monument will be inscribed with the insignia of the five service branches.

Anne Chase, a Korean-era veteran, created the Memorial, and World War II veteran Dorothy M. Dempsey designed the "Minute Woman" statue.

The New Jersey Advisory Commission on Women Veterans has been fundraising for the monument for the last four years. Last fall they hosted a



Monument recognizing New Jersey's Women Veterans, inscribed with "The Spirit of the American Woman Veteran."

fundraising luncheon fashion show, which featured women's military uniforms from the past and present.

If you would like to get more information about the Memorial or about the New Jersey Advisory Committee for Women Veterans, please call Anna Hoffman, Chairwoman, at (908) 534-4617.

## Hold the Date June 6, 2003

**Dedication Ceremony  
for the Memorial honoring  
New Jersey's Women Veterans**

*For more information, call  
Anna Hoffman at (908) 534-4617.*

**There are many things we can do to change  
the culture of violence against women. Here are some suggestions:**

### Things Men Can Do:

1. Realize that gender violence is a men's issue that affects women that you care about.
2. Don't remain silent! Confront the abusive behavior of other males.
3. Understand how your own attitudes and actions may perpetuate sexism and violence and work toward changing them.
4. Gently offer your help and support if you suspect that a woman close to you is being abused or has been sexually assaulted.
5. Respect women and treat them as equals.
6. Be an ally to women who are working to end all forms of gender violence.
7. Recognize and speak out against homophobia and gay bashing.
8. Educate yourself and others about masculinity, gender inequality and the root causes of gender violence.
9. Mentor and teach boys about how to be men in ways that don't involve degrading or abusing girls and women.
10. Refuse to purchase any magazines, videos or music that portray women in a degrading or violent manner.

### Things Women Can Do:

1. Realize that gender violence is a major social problem that deeply affects the lives of all women.
2. Focus on how you, as an empowered bystander, can support other women by confronting the behavior of abusive males.
3. Gently offer your help and support if you suspect that a woman close to you is being abused or has been sexually assaulted.
4. Educate and empower your peers and younger women to work to end sexism and not tolerate abuse.
5. Familiarize yourself with the resources available to women in your school, on your campus and in your community.
6. Support women and men who are working to end men's violence against women.
7. Recognize and speak out against homophobia and gay bashing.
8. Support women's sports as a means of teaching girls to be confident in their athletic abilities and strong in body and spirit.
9. Respect yourself and use your strength as an example to empower other women around you.
10. Refuse to purchase any magazines, videos or music that portray women in a degrading or violent manner.

Adapted from the Northeastern University's Mentors in Violence (MVP) Program

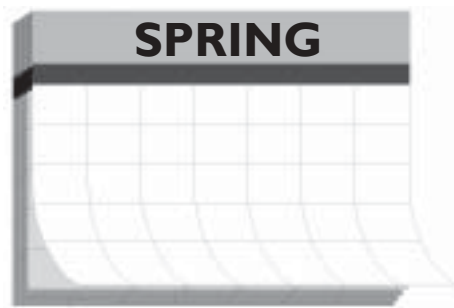


## Governor's Roundtable Series for Women

On behalf of Governor James E. McGreevey, the Department of Community Affairs' Division on Women will be hosting a series of roundtable events with women across New Jersey. These discussions aim to identify and prioritize issues of importance to women in our state.

The first in this series of roundtable events was held on March 21, 2003, at Rutgers University, Douglass College. There will be additional roundtables throughout the spring and summer in various regions of the State.

This spring, the Division on Women has scheduled a roundtable for Essex, Hudson and Union counties on May 12 at Essex County College and another for Hunterdon, Morris, Sussex and Warren counties on June 9 at Centenary College.



For additional information on the Governor's Roundtable Series for Women, please visit the Division on Women's website at [www.nj.gov/dca/dow](http://www.nj.gov/dca/dow) or call us directly at (609) 292-8840.

## Dates to Remember Spring 2003

### April

**Sexual Assault Awareness Month**

### May

**Displaced Homemakers  
Awareness Month**

### May 8th

**Displaced Homemakers  
Network of New Jersey, Inc.  
15th Annual**

**Legislative Awards Reception**  
10:00 a.m.-Noon

State House Annex, Trenton

*For more information, please call  
Denise Brown Kahney at (908) 788-1453.*

### May 12th

**Women's Roundtable  
Essex, Hudson and Union Counties**  
Essex County College

**Division on Women**  
**Hotlines**  
Domestic Violence 1-800-572-SAFE (7233)  
Sexual Assault 1-800-601-7200  
Women's Referral Central 1-800-322-8092

New Jersey Department of Community Affairs  
Division on Women  
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Trenton, NJ 08625-0801  
[www.nj.gov/dca/dow](http://www.nj.gov/dca/dow)

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